

**Corporate Responsibility Report 2007**

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# Corporate Responsibility in SEB

This is the first comprehensive Corporate Responsibility Report from SEB, describing how we strive to contribute to sustainable development in the societies we serve.

The decision to produce the report is an expression of our long term ambition to raise standards for reporting and monitoring corporate responsibility within SEB: Our ambition is that our environmental and social impact, as well as our contribution to a sound and sustainable development of our societies, should be monitored and disclosed with thoroughness.

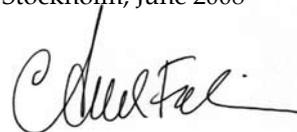
For us, the concept of a bank's corporate responsibility is nothing new. Our mission is to contribute to the development of societies and the prosperity of the next generation. That is a long term undertaking that demands a long term responsibility, as well as high standards in ethics and compliance. As signatories of the UN Global Compact Initiative and the Equator Principles, we have made a commitment to human rights, anti-corruption and sustainable development.

But even if the concept of us as a responsible corporate citizen in the societies we serve has been a core value of SEB for all our more than 150 years in business, there is no doubt that sustainable development now is a growing priority for society.

Customers demand products and services that address their concerns for the future. Employees want a workplace that they can be proud of and that share their values and concerns. Our shareholders want to be assured that we can identify and mitigate the risks, operational and reputational, that our business may encounter.

This is a challenge for all of us – as concerned citizens, as part of the business community and as a financial institution. We in SEB are committed to meet that challenge.

Stockholm, June 2008



Annika Falkengren  
*President and Group Chief Executive*

# SEB in brief

SEB is a North European financial group serving 400,000 corporate customers and institutions and more than five million private individuals. Its activities comprise mainly banking services, but SEB also carries out significant life insurance activities. In Sweden, Estonia, Latvia, Lithuania and Germany, SEB offers universal

banking services. It also has operations in the other Nordic countries, Poland, Russia and Ukraine as well as strategic presence in ten countries around the world. More than half of SEB's approximately 20,000 employees are located outside Sweden.

## KEY FIGURES

|                                                       | 2007   | 2006   |
|-------------------------------------------------------|--------|--------|
| Return on equity, %                                   | 19.3   | 20.8   |
| Basic earnings per share, SEK <sup>1)</sup>           | 19.97  | 18.72  |
| Cost/income ratio                                     | 0.57   | 0.58   |
| Credit loss level, %                                  | 0.11   | 0.08   |
| Total capital ratio, incl net profit, % <sup>2)</sup> | 11.04  | 11.47  |
| Core capital ratio, incl net profit, % <sup>2)</sup>  | 8.63   | 8.19   |
| Risk-weighted assets, SEKbn <sup>2)</sup>             | 842    | 741    |
| Number of full time equivalents, average              | 19,506 | 19,672 |
| Number of e-banking customers, thousands              | 2,911  | 2,597  |
| Assets under management, SEKbn                        | 1,370  | 1,262  |
| Total assets, SEKbn                                   | 2,344  | 1,934  |

1) For further information on the SEB share, see page 32.

2) 2007 Basel II; 2006 Basel I.

## BUSINESS CONCEPT

SEB's business concept is to provide financial services and to manage financial risks and transactions for companies and private individuals in such a way that customers are satisfied, shareholders get a competitive return and that SEB is perceived as a good corporate citizen of society.

## VISION AND TARGETS

SEB's vision is to be highest ranked by its customers within the chosen segments in Northern Europe and leading in terms of

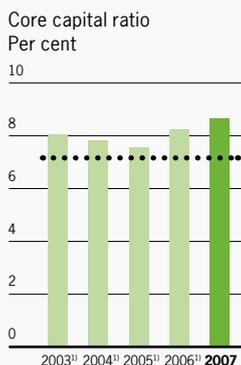
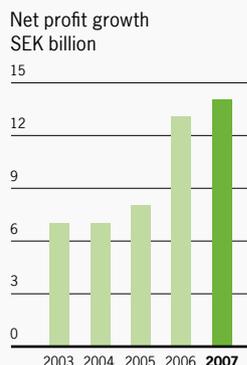
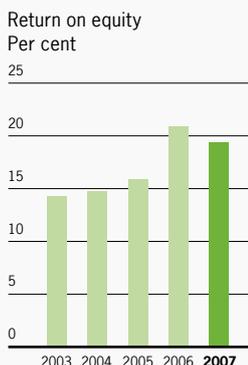
## CUSTOMERS AND ORGANISATION



Since 1 January 2007 SEB serves its customers through four customer-oriented divisions, assisted by three global support functions.

financial performance. As from 2006, SEB has set new financial targets. SEB's return on equity shall be the highest among its peers, while its profit growth shall be sustainable. SEB's minimum rating shall be AA.

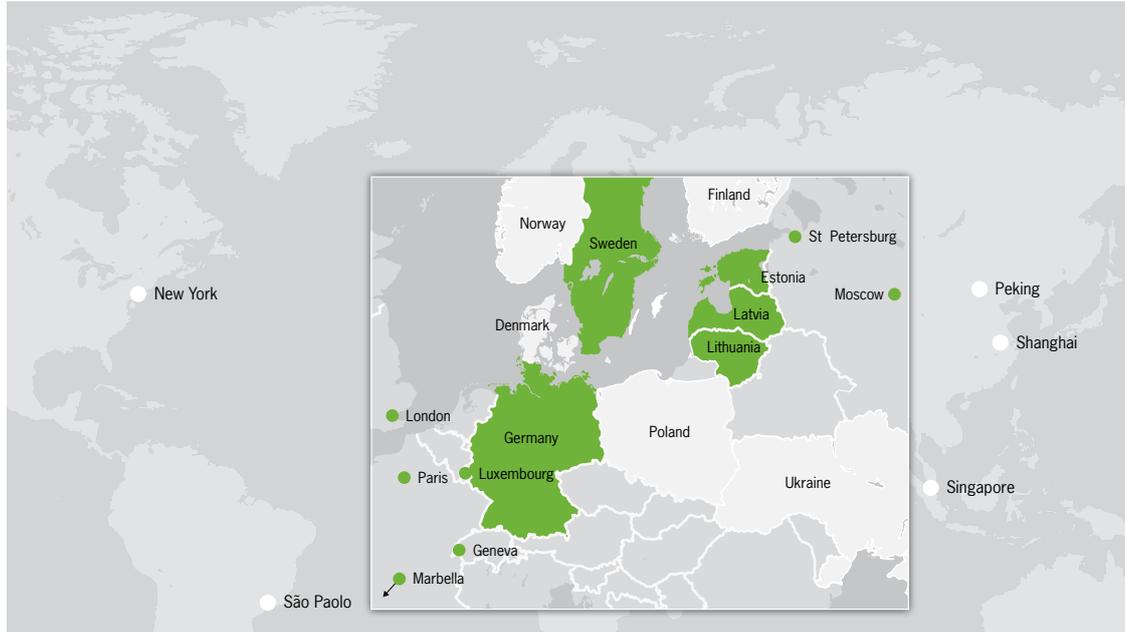
The goals shall be reached with the help of motivated employees, increased co-operation between the Group's different parts and Group-wide support and staff functions. "One SEB" shall give customers access to SEB's total competence and supply of services.



Rating  
SEB's rating for long-term borrowing 2007

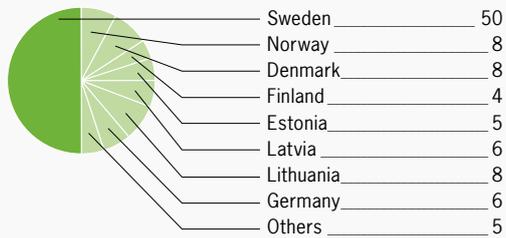
|         |          |
|---------|----------|
| S&P     | A+       |
| Moody's | Aa2      |
| Fitch   | A+       |
| DBRS    | AA (low) |

1) Basel I



#### SEB'S MARKETS

Operating profit per country  
Excluding capital gains from the sale of Baltic properties,  
per cent



#### THE DIVISIONS

Retail Banking, Wealth Management and Life all delivered record results while profit in Merchant Banking was negatively affected by the mark-to-market losses in the fixed income portfolios.

Operating profit per division  
Per cent



#### MARKET SHARES

| PER CENT                                   | 2007 | 2006 | 2005 |
|--------------------------------------------|------|------|------|
| <b>Deposits from general public</b>        |      |      |      |
| Sweden                                     | 20.2 | 20.5 | 21.7 |
| Estonia                                    | 26   | 27   | 29   |
| Latvia                                     | 24   | 23   | 24   |
| Lithuania                                  | 27   | 30   | 32   |
| <b>Lending to general public</b>           |      |      |      |
| Sweden                                     | 15.0 | 14.4 | 15.0 |
| Estonia                                    | 26   | 30   | 31   |
| Latvia                                     | 18   | 20   | 23   |
| Lithuania                                  | 31   | 35   | 34   |
| <b>Mutual funds, new business</b>          |      |      |      |
| Sweden                                     | 70.3 | 26.1 | 17.  |
| Finland                                    | 11.2 | 4.4  | 1.7  |
| <b>Unit-linked insurance, new business</b> |      |      |      |
| Sweden                                     | 22.1 | 29.1 | 32.6 |
| <b>Equity trading</b>                      |      |      |      |
| Nordic countries, total                    | 7.5  | 7.6  | 7.9  |

# Our Corporate Responsibility

## In 2007...

**SEB was** the first Nordic bank to formally adopt the Equator Principles on project financing

**The decision** was taken to publish a Corporate Responsibility Report

At SEB we are taking further steps to ensure integration of corporate responsibility in all parts of our business.

*To us, corporate responsibility means...  
... being a bank that serves our clients with excellence.*

*While at the same time...  
... being a good employer, actively encouraging equality and ethnic diversity  
... providing a sound return to our shareholders  
... using high standards of governance  
... playing an active role in the community  
... and respecting the environment while addressing the challenges posed by climate change.*

In this Corporate Responsibility Report we describe how we strive to live up to these commitments.

## OUR ROLE AS A BANK

SEB contributes to society in many ways. Our most important contribution is our role as a bank, providing credit, payment systems and facilities to accumulate capital. In our role as a bank we help businesses and households realise

their financial goals. By doing this we make a positive contribution to development and prosperity. Our contribution to society also includes creating employment opportunities and being a buyer of goods and services from a range of suppliers.

## INTERNATIONAL STANDARDS

SEB has a policy for its corporate responsibility and supports the principles of the UN Global Compact and the OECD guidelines for Multinational Enterprises.

## OUR PRIORITIES

This report is the result of a decision to develop SEB's commitment to corporate responsibility. That is in turn, a commitment to a continuing process. In 2008 we will focus on four priority areas:

### 1. Developing a strategic framework

In order to ensure a common approach across business units and geographic regions we are developing a new group-wide strategic framework for governance of corporate responsibility issues.

### 2. Managing our indirect impact on society

We will review our indirect impact on society, linked to the products and services we provide and to our role as an asset owner. Consequently, we have declared the aim of making our asset management business compliant with the UN Principles for Responsible Investments (PRI). »



We will also continue to develop the business opportunity side of corporate responsibility, for example by introducing new products that help our clients address their sustainability concerns.

### **3. Managing our direct impact on society**

Our long-term ambition is to become climate neutral. We will therefore review our internal operations with the aim of minimizing environmental impact. This will require addressing a range of issues, including reducing our energy consumption, carbon dioxide emission and paper consumption.

### **4. Improving communications**

We will invite stakeholders for feedback on how to improve our corporate responsibility reporting. We also aim at making our Corporate Responsibility Report compliant with the GRI G3 Guidelines.

## GOVERNANCE FRAMEWORK

The Bank's governance framework for corporate responsibility will be reviewed in 2008. In this report, we describe the framework currently in place.

Our Code of Business Conduct and other policies related to corporate responsibility are decided by the Board of Directors. The President oversees the implementation of these policies. Each Head of Division and Head of Business Area is responsible for ensuring compliance with the policies.

The SEB Corporate Responsibility Committee is responsible for supporting the Divisions' work to deliver on the policy commitments made. The Committee consists of representatives of all Divisions and key staff functions. In addition, targets have been set for continuous and systematic assessment and follow-up of corporate responsibility.



# Commitment to Ethics

## In 2007...

**We adopted** a new Code of Business Conduct

**We started** a Compliance Transformation Project to ensure excellence in our Group-wide compliance framework

As a financial institution, SEB must earn the trust of our clients and of society. High ethical standards are an integral part of the way we do business.

### OUR PRIORITIES

- *Emphasising core values*
- *Ensuring a strong compliance framework*
- *Integrating ethics in management training*

### OUR ETHICAL STANDARDS

The Group's activities are based upon trust, continuity and long-term relations with customers. This means that SEB and its employees must meet the highest ethical standards and act in a long-term perspective. As a matter of course SEB observes all laws and other general regu-

lations. In addition, the Group has adopted a number of own rules regarding ethical issues.

Our ethical standards are based on SEB's core values. These values guide our actions and reflect who we are and what we believe in.

### CODE OF BUSINESS CONDUCT

In 2007, SEB's Board of Directors adopted a new Code of Business Conduct that provides guidance on how to live by the Bank's core values. It aims to achieve the following main objectives:

- to describe to our employees the responsibilities that come with employment at SEB;
- to describe our standards of business conduct;
- to guide employees on how to resolve potentially difficult situations;
- to set out procedures for reporting issues relating to the Code.



## SEB CORE VALUES

### Commitment

We do what we promise to do with strong and lasting engagement. We co-operate and strive towards our common goals. We make every effort to surpass the customer's expectations.

### Continuity

We are a modern bank with a strong heritage and a tradition of building long term relationships. We stick to our strategy and constantly develop, step by step, as we move towards the future. We follow up on our actions and learn from our experience.

### Mutual respect

Ethics and trust are the basis for everything that we do. We care about and respect the individual. We listen to and have a dialogue with our customers and colleagues.

### Professionalism

We meet the expectations of our customers, our colleagues and society with a high level of integrity and competence. We are proactive and efficiently work together to create growth and profitability both for our customers and for SEB.

### **CUSTOMER FOCUS**

We strive for the highest customer satisfaction and for openness in all of our dealings in order to eliminate potential conflicts of interest. We also strive to ensure that our advice is based solely on the customer's needs.

### **COMPLIANCE ORGANISATION**

At SEB we apply high standards within our compliance organisation. In 2007, we initiated a "Compliance Transformation" programme in order to strengthen and bring together all SEB's compliance activities in a new group-wide unit.

### **TRAINING IN ETHICS**

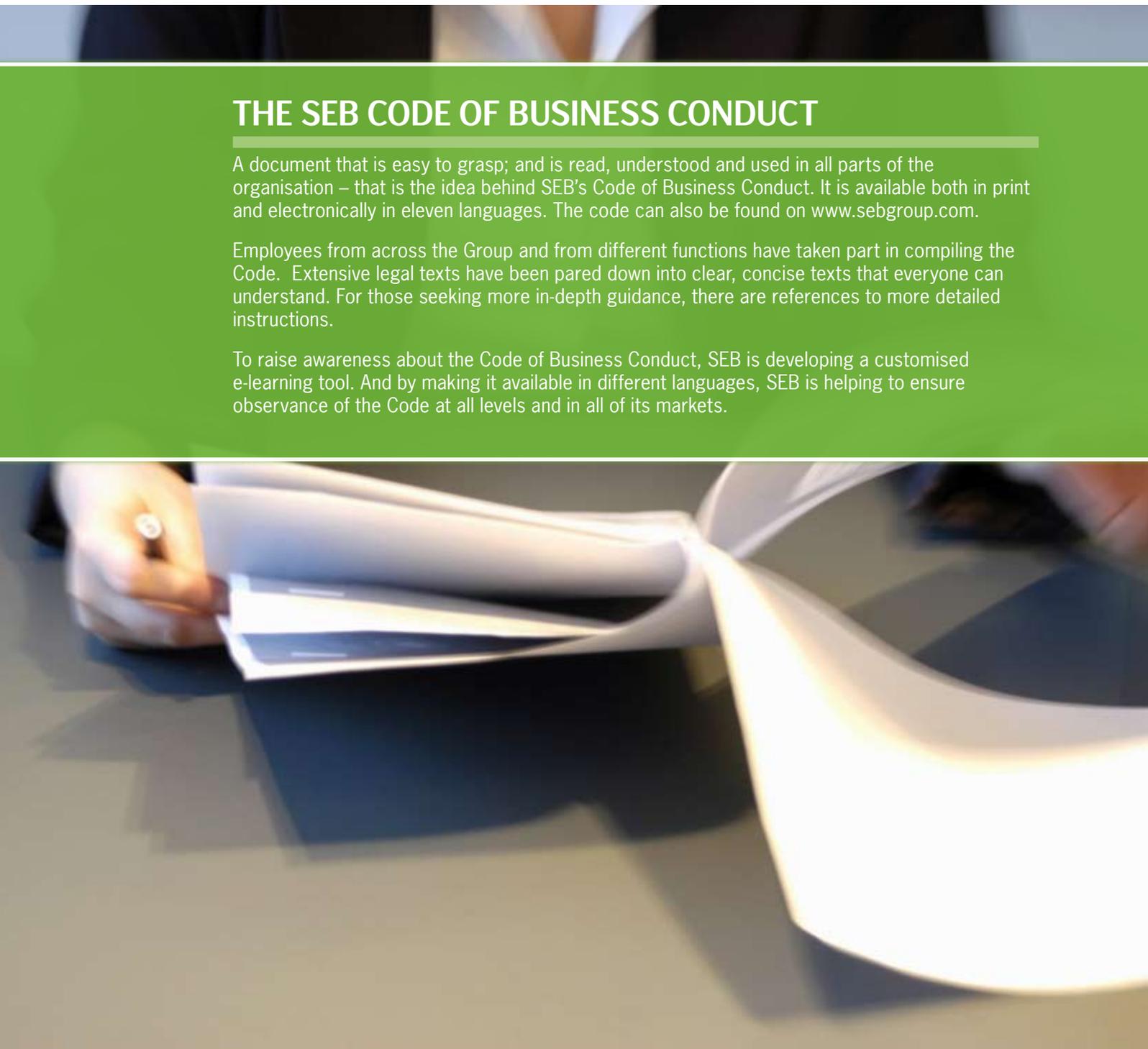
Internal policies and instructions are available to all employees. Managers are responsible for instilling a culture of compliance across the organisation where the employee is personally accountable for acting ethically. An important part of achieving this is our professional development programs, which put a strong emphasis on our core values, standards of ethics and knowledge of rules and regulations.

## **THE SEB CODE OF BUSINESS CONDUCT**

A document that is easy to grasp; and is read, understood and used in all parts of the organisation – that is the idea behind SEB's Code of Business Conduct. It is available both in print and electronically in eleven languages. The code can also be found on [www.sebgroup.com](http://www.sebgroup.com).

Employees from across the Group and from different functions have taken part in compiling the Code. Extensive legal texts have been pared down into clear, concise texts that everyone can understand. For those seeking more in-depth guidance, there are references to more detailed instructions.

To raise awareness about the Code of Business Conduct, SEB is developing a customised e-learning tool. And by making it available in different languages, SEB is helping to ensure observance of the Code at all levels and in all of its markets.



# Commitment to Customers

## In 2007...

**We launched** a compliance framework for the new EU standards for marketing of investment services, Marketing in Financial Instruments Directive (MiFID)

**We initiated** preparations for compliance with new EU guidelines on payment fees, Single Euro Payments Area (SEPA)

**We appointed** a diversity sales manager in SEB's Swedish retail division to facilitate access to financial services for customers from minority backgrounds

SEB provides financial services and manage financial risks and transactions to help companies and private individuals realise their goals. We want to build a long-term rewarding relationship with our customers.

## OUR PRIORITIES

- *Achieving and maintaining top rank in customer satisfaction*
- *Providing products and solutions adapted to our customers different needs*

## STRONG RELATIONSHIPS

SEB serves 400,000 corporate and institutional clients and five million private customers. We strive to build and maintain strong relationships with our customers. This requires a long-term approach, understanding the needs of our clients.

Improving customer satisfaction has been a key priority for 2007. We strive to provide financial solutions that are flexible and customised.

## SERVICES AROUND THE CLOCK

In Sweden and the Baltic countries our Customer Centre provides easy access personal support to private customers 24 hours per day 7 days per week. In Sweden the Centre employs 480 advisors that speak a total of 23 languages.

## BROAD RANGE OF PRODUCTS

SEB offers a broad range of products and services to private individuals with different needs - from mortgage loans to asset management. We offer clients products suited for their individual needs

that grant them financial security and flexibility.

SEB offers its Nordic, Baltic and Ukrainian customers a broad range of life and pension insurance schemes. Our in-depth counselling is an important part of our offering, helping ensure solutions that are in line with the client's individual needs. We also offer a free on-line need assessment tool for pension solutions.

## NEEDS OF AN AGING POPULATION

SEB has taken a leading role in bringing products to the market that meet the needs of an aging population. Through our Lifestyle 55+ offering, SEB was the first Swedish commercial bank to provide mortgage loans to clients over 65, enabling senior citizens to benefit from the economic value of their home.

Another example is our BoViva concept - a housing solution offered to the Bank's 55+ clients. SEB currently owns and operates three BoViva facilities providing comfortable housing and service catering to the needs of seniors.

## VALUE CHAIN APPROACH

SEB has recently developed a tool for helping our corporate clients and financial institutions achieve more efficient internal processes, less administration, better control and, as a result, improved profitability. This structured method, the Value Chain Approach, consists of a set of tools to identify areas of improvements for the client, to develop their processes and organisation.

## RESPONSIBLE INVESTMENT

In our asset management business we strive to be a responsible investor. Our corporate governance policy seeks to promote sound corporate governance practices with focus on delivering the best possible return on the assets that have been entrusted to us.



We also offer a broad range of asset management products that apply ethical or social responsibility investment criteria. In Sweden, SEB manages a total of approximately SEK 3.4bn in funds and SEK 4.0bn in institutional portfolios with an ethical profile. Outside of Sweden we also manage significant portfolios with ethical investment criteria, both mutual funds and institutional accounts. We strive to continuously upgrade these products in consultation with customers and auditors.

Our ethical fund products have been designed to meet a variety of concerns and responsible investment preferences of our clients. Therefore we offer funds that use different types of ethical investment criteria. Our ethical fund product range includes three categories:

- Funds that exclude companies according to negative screening criteria such as weapons, alcohol, tobacco, pornography and gambling.
- Funds that apply the Global Ethical Standard screening criteria. These funds exclude companies that have violated international standards for human rights, labour rights, environment, corruption and weapons manufacturing.
- Funds that only invest in companies that are leaders in corporate responsibility, so called positive screening.

## LENDING AND SUSTAINABILITY

As a major provider of financing to corporate clients, addressing sustainability aspects in lending is a priority. Since 1997, our credit policy has included environmental criteria. In 2004, we broadened this perspective to include other aspects of corporate responsibility such as respect for human rights, international labour standards and reputational risk.

In April 2007, we signed the Equator Principles (EP), a framework for the financial industry to manage social and environmental issues in project financing. Our project finance activities above the EP threshold were limited to five deals in 2007.

All SEB employees involved in transactions with existing or potential EP implications have the training and understanding required to apply the Principles.

During 2008 we plan to benchmark our EP compliance framework, an effort that will involve sharing knowledge and experience with other signatories.

# Commitment to Employees

## In 2007...

**We launched** a new format for the employee survey Voice

**SEB Germany** was certified according to the "work and family" voluntary audit

**SEB Vilniaus Bankas** was awarded Lithuania's Best Employer for the second consecutive year

We believe that a diverse and committed workforce is crucial to our success.

## OUR PRIORITIES

- *Having the most motivated employees in relation to our peer group*
- *Achieving diversity in our workforce*
- *Providing our employees with opportunities for career development, learning and work-life balance*

## BUILDING A PERFORMANCE CULTURE

All banking is about people and trust. To work in SEB is to act in an environment of constant change and development and to co-operate and share best practice with colleagues. The Human Resource strategy strives to ensure that SEB has the right people in the right place at the right time.

A cornerstone in the Human Resources strategy is performance management which includes a common global process with individual targets – linked to the Group's business plan – for all employees. During 2007, 90 per cent of SEB's employees conducted performance and development discussion according to the Group-wide standard.

## WORK ENVIRONMENT, HEALTH AND DIVERSITY

The SEB Group strives to offer everybody equal opportunities and rights, regardless of gender, national or ethnic origin, age, sexual orientation or religious faith.

SEB has a diversity plan that includes a long-term commitment to achieve a balanced distribution between men and women at all levels within the Group. Our target is for both sexes to have at least 40 per cent representation. In 2007, 40 per cent of all managers within the group were women. The share of group and customer service managers was 46 per cent, while it was 36 per cent for department and branch office heads. At higher levels, the share of women was 26 per cent.

SEB also strives to support a good balance between work and private life for its employees. For example, SEB supports health care, keep-fit measures and home service for employees. In Sweden SEB carries out extensive rehabilitation work to help long-term sick-listed employees return to work.

## LEADERSHIP AND CULTURE

In 2007 a global framework for employee and leadership development was established throughout SEB. The framework has been developed to offer different career paths, enhance flexibility and to reflect the international structure of the SEB Group. »



In 2007 we invested a total of SEK 240m in competence development. Almost all employees participated in some kind of training and 1,300 leaders participated in programmes within SEB's international leadership framework.

Our Operational Excellence programme, the SEB Way, to improve quality and efficiency, had by 2007 reached more than a third of all employees. It strives to install a culture of continuous improvement through four building blocks:

- Sales tools and standardised processes
- Performance management
- Skills building
- Mindset and behaviour

## REMUNERATION

SEB's remuneration structure consists of the following main components: base salary, short-term incentive compensation, long-term incentive compensation, pensions and benefits.

The total remuneration package shall be competitive within each geographic market and business area where SEB operates. The base salary depends on the complexity of the job and the individual's responsibility, experience, competence and performance.

Most SEB employees are eligible for short-term incentive compensation. The short-term incentive compensation is based on the achievement of certain pre-determined goals, individual/team, divisional and/or unit-related goals, both quantitative and qualitative.

## EMPLOYEE COMMITMENT

It is of great importance for SEB to have an open and continuous dialogue with its employees. In late 2007, SEB carried out a new employee survey throughout the Group called Voice. The response frequency was as high as 87 per cent.

The overall Voice index was 67, which is in line with the peer group. According to the survey, SEB's employees perceive the competence, motivation and accountability of the people within the Group as high. They also consider the organisation as efficient, co-operative and learning (including sharing of best practice) as well as renewal.

The awareness of SEB's vision and goals is high among the employees at 77 per cent, against 74 per cent for the global banking and financial sector as a whole.

According to the survey, SEB's employees are highly motivated and committed in comparison with the financial industry average: 68 per cent against the benchmark of 61 per cent.

## FAMILY-FRIENDLY POLICIES WITHIN SEB

SEB strives to be a family-friendly employer. In 2007, SEB Germany was certified according to the local best-practice standard "work and family" (berufundfamilie). The certification requires an annual audit that takes place under the supervision of the Federal Minister for Family Affairs.

SEB Germany co-operates with Family Service (Familienservice) that provides a number of services to the Bank's employees to help them combine career and family responsibilities. One of the features of the service is an emergency child care facility that can be used when the child minder is sick or the day care centre is closed.



# Commitment to Shareholders

## In 2007...

**We decided** to produce a first Corporate Responsibility Report

**We launched** an interactive Investor Relations toolbox on [www.sebgroup.com](http://www.sebgroup.com)

Creating long-term shareholder value, while meeting the expectations of other stakeholders, is our overriding goal.

### OUR PRIORITIES

- *Leading our peer group in terms of financial performance*
- *Maintaining our position as a leader in governance reporting*

### GLOBAL SHAREHOLDER BASE

SEB had 281,000 institutional and private shareholders worldwide including many major pension funds, mutual funds and insurance companies by year-end 2007. The share is listed as the fourth most viable share on the Swedish stock exchange. 45 per cent of SEB's shareholders are women. During the period 1997-2007 we paid SEK 25.5bn in dividends to our shareholders. Taking account of our share price we have delivered an annual average total shareholder return of 13.8 per cent during this period.

In 2006, SEB set up new financial targets. The Group's return on equity should be the highest among its peers, while sustainable profit growth should be maintained. Dividend pay-out ratio should be at 40 per cent of net profit per share over a business cycle.

### TRANSPARENCY

SEB has a long-standing record of applying high standards of transparency in financial reporting. Investors and other stakeholders now expect the same high standards in reporting of ethical, social and governance factors.

In governance reporting, we are well on our way in meeting these raised expectations. In 2007, SEB received an award for Best Corporate Governance Report in Sweden. SEB applies the Swedish Code of Corporate Governance and is 100 per cent compliant to the provisions of the Code. Our Corporate Governance framework is described in the SEB Annual Report for 2007.

This Corporate Responsibility Report aims at raising SEB's standards of transparency for the ethical, social and environmental aspects of our operations. Our ambition is to continue to develop our Corporate Responsibility reporting over the coming years.

We have also initiated a process with the aim to become compliant with the UN Global Reporting Initiative (GRI).

### SHAREHOLDER COMMUNICATIONS

The Investor Relations team coordinates shareholder communications and is responsible for providing accurate and timely information to the Group's investors. We comply with the disclosure rules of the OMX Nordic Exchange and SEB's Communication Policy. »



The Communication Policy aims at ensuring compliance with the rules and directives that apply to information to SEB stakeholders. The Policy, which is reviewed annually, is based on the Listing Agreement requirements and other relevant rules and recommendations.

The overall goal of the Listing Agreement is that all participants in the market shall receive quick, simultaneous, accurate, relevant and reliable information about anything that may affect the share price or change the picture presented earlier in information that has been published about the company.

All press releases, financial reports other relevant information are published on the Group's

website [www.sebgroup.com](http://www.sebgroup.com). During 2007 SEB also held 450 meetings with investors and analysts. In order to ensure equal access to information, presentations made at these meetings are always available on our website.

## RISK MANAGEMENT AND INTERNAL CONTROL

SEB has a strong focus on risk management and internal control, reflected in well-established risk management processes and internal audit, compliance and risk control functions.

## AWARD FOR BEST CORPORATE GOVERNANCE REPORT 2007

In October 2007, SEB received an award for Best Corporate Governance Report 2007 in a competition organised by the audit firm Öhrlings PricewaterhouseCoopers. The jury acknowledged that:

"SEB's report combines a consistently high quality in content and layout with a number of innovations in the area of corporate governance. SEB displays an exemplary ability in using corporate governance as an active instrument for assigning responsibilities, exercising control and accomplishing value creation".

"The jury is especially impressed by SEB's corporate governance structure, which raises confidence. The report presents a customised corporate governance model that asserts the bank's position as a well-functioning, living entity".



# Commitment to the Environment

## In 2007...

**We reduced** CO<sup>2</sup> emissions per FTE by 11 per cent

**We launched** distribution of a Global Climate Change fund

**We initiated** carbon emission trading

SEB strives to reduce the negative impact its operations may have on the environment. This applies to the direct impact of our daily business activities as well as to the indirect effects of our lending and asset management operations.

## OUR PRIORITIES

- *Ensuring compliance of SEB's environmental standards in all parts of our operations*
- *Engaging with our suppliers on environmental issues*
- *Developing new products that live up to the environmental preferences of our customers*

## A INTERNATIONAL INITIATIVES

Since 1996, SEB has been a signatory of the International Chamber of Commerce Business Charter for Sustainable Development. We also support the United Nations Environment Programme Finance Initiative.

## OUR DIRECT IMPACT

### Environmental management system

SEB's environmental management system is governed by an Environmental Policy adopted by the President and CEO. Heads of all divisional and business areas are responsible for day-to-day implementation of the Policy. The SEB Corporate Responsibility Committee oversees the work. This includes quarterly reporting and analysis of a range of environmental performance indicators.

During 2007, the number of one-day flights was reduced by 9 per cent, which led to a 15 per cent decrease in carbon dioxide emissions from SEB travellers. At the same time, the number of video conferences increased by 28 per cent. The number of trips by the environmentally friendly alternative train has increased substantially.

Towards the end of 2007, environmentally-friendly electricity accounted for 95 per cent of SEB's total energy consumption in Sweden. Total energy consumption dropped by 10 per cent to 115 GWh and water consumption was basically unchanged. Furthermore, 68 per cent of total paper consumption in Sweden is environmentally certified. The rate of recycling of garbage disposal has increased to about 57 per cent in Sweden, while it is slightly lower in countries outside Sweden.

During 2008, we will launch a program to phase in environmentally certified cars in the compa- »



ny car fleet while gradually phasing out older, more polluting cars.

#### **Environment and suppliers**

Our policy is to request an environmental policy from all suppliers with which SEB has a basic agreement. In 2007, we came close to reaching this target, having requested and received environmental policies from 85 per cent of these suppliers.

### **OUR INDIRECT IMPACT**

#### **Environment and lending**

Assessment of environmental risks is integrated into SEB's Credit Policy. Every decision to grant a credit takes into account environmental risks that could impact a customer's creditworthiness. We also evaluate the broader sustainability aspects of the credit decision, including possible negative environmental and social impact.

SEB also support customers in taking steps to protect the environment. One example is our Green Car Loan, which offers attractive credit financing for environmentally friendly cars.

#### **Environment and asset management**

SEB Asset Management currently manages 15 Socially Responsible Investment Funds that apply strict environmental investment criteria. In 2007 we started distributing a fund investing in technologies that help curb climate change, the Schroder International Selection Fund Global Climate Change.

#### **Carbon credit trading**

SEB started providing carbon emission trading in 2007. The traded volumes have initially been small but as knowledge and understanding of the product increases the volume is expected to grow.



# Commitment to Society

## In 2007...

**We expanded** our engagement in the drug prevention program Mentor to include Germany

**We offered** an on-line customer discussion forum in Lithuania

SEB wants to play an active role in civil society, making a positive contribution to local communities.

### OUR PRIORITIES

- *Contributing to economic development in the societies where we operate*
- *Engaging in projects to support entrepreneurship*
- *Promoting financial and economic understanding*

### ACTIVE ROLE IN SOCIETY

As a bank, we are an important part of the societies where we operate. We also build special links with targeted groups in our local communities. We provide financial solutions and advice to create added value for our customers.

### ECONOMIC UNDERSTANDING

SEB has a long tradition of sharing expertise, not only with our clients, but with the public at large. Our economists and strategists not only meet with our clients directly, they also appear in the media discussing a range of topics and actively participate in the economic policy debate.

The promotion of financial awareness is another important task for SEB. Our Private Economists provide advice and analysis to help households make informed decisions.

In our efforts to educate customers and the general public on economic issues, we produce macroeconomic and financial reviews that are widely read and frequently referred to by media.

SEB's Equity Research has in recent years been top-rated in different surveys for Nordic Equity Research, both locally and internationally. During 2007 our equity research received top rankings by Financial Hearings in Sweden and by the business magazine Kapital in Norway. »



During 2007, our foreign exchange forecasting team was ranked number one globally. According to surveys by Reuters based on information from 63 of the largest banks in the world, SEB made the best currency forecasts.

### **ADVICE TO SMALL BUSINESSES**

To support entrepreneurs wishing to set up a small business, SEB offers 130 advisors all over Sweden. Around 20,000 advisory meetings are held yearly and have led to the establishment of about 500 new businesses a year.

### **SOCIAL PARTNERSHIPS**

In 2007, SEB's support for social projects amounted to SEK 18m. We believe that this support will generate an indirect return many times over. In addition to providing financial support, SEB employees are actively involved in many of our social projects, sharing their experience and knowledge.

## **PRIVATE ECONOMIST IN LITHUANIA**

SEB in Lithuania was a pioneer in 2004 when recruiting a household economist and starting engaging in educational activities to help strengthen people's skills in managing their private finances.

Private Economist Julita Varanauskienė provides advice to SEB's Lithuanian customers and the general public on household financial issues. She is the author of numerous articles that provide advice on how to effectively use financial services and improve your standard of living.



# SEB's social partnerships

In addition to the contribution to society that SEB makes by its business, the Group is also engaged in a number of selected social partnership activities.

We focus on two types of projects. Firstly, we support projects that have a clear link to our business – building and strengthening our relationships with present and potential customers. These projects mainly focus on entrepreneurship. Secondly, we support social projects focusing on the key themes of youth, education, gender equality, ethnic diversity, sports and culture.

Here are some examples of SEB's current projects and sponsorships:

## PROMOTING ENTREPRENEURSHIP

### **ieguldi! (Latvia)**

In 2007, SEB took part in the educational project *ieguldi!* in collaboration with the Latvian Association of Commercial Banks in order to promote understanding of different savings products.

### **Founders Alliance (Sweden)**

SEB actively shares its knowledge and experience through its support for the Founders Alliance, an organisation that assists entrepreneurial high-growth companies to develop. SEB helps to organise events, hosts seminars and business lunches for Alliance members and SEB customers.

### **Junior Achievement Fund (Estonia)**

SEB has supported the publication of economics textbooks for schools in Estonia.

### **Entrepreneur of the Year (Sweden)**

As the main sponsor of the national "Entrepreneur of the Year" award, SEB seeks to honour individuals who have created new ventures through ingenuity, perseverance and hard work.

### **Recognising Gazelles (Sweden)**

Sweden's daily business newspaper, *Dagens Industri*, identifies what it calls "Gazelles" and reports on the progress of these fast growing companies in Sweden. An award is given annually for a national "Super Gazelle".

### **iPlanner – a planning tool for small businesses (Estonia)**

SEB created "iPlanner", an internet based business planning tool for Estonian small businesses. It is designed to help new business start-ups to better define their business concept and to assist in forecasting when they will break even, their working capital needs and other key business plan requirements.

### **Business Plan Tournament (Lithuania)**

SEB supports Business Plan Tournament which encourages entrepreneurship in young, talented and creative people aiming to develop their skills and establish their own businesses. »



## SOCIAL PROJECTS

### **Mentor (Sweden, Lithuania, Germany)**

As an active member and sponsor of Mentor in Sweden for over ten years, SEB supports young people by promoting good health and preventing drug abuse as key priorities. The program offers our employees the chance to develop through personal involvement and at the same time contribute to society. SEB has helped to launch the project in Lithuania. Since 2007, SEB has extended its support to include Mentor in Germany.

### **SEB Baltic Basketball League**

Basketball is among the most popular sport in the Baltic States. SEB has supported basketball in Estonia since the beginning of this decade, and the Baltic Basketball League since 2004. The Group has a long term agreement with the League, which lasts until 2011.

### **Dreams Come True Campaign (Lithuania)**

SEB supports the “Dreams Come True Campaign”, the country’s largest charitable programme organized in partnership with television TV3. The campaign seeks to improve the lives of children in foster care homes by raising the standard of living, healthcare and educational possibilities for these vulnerable young people.

### **SEB Stiftung (Germany)**

Through its local foundation, SEB has provided support for several programmes, including supporting fire prevention campaigns for children by local fire brigades as well as providing humanitarian aid in the aftermath of natural disasters such as in tsunami-devastated Sri Lanka.

### **Naturewatch Baltic (Baltic Sea region)**

SEB has partnered with the WWF to support an education project for teachers and school children to participate in nature conservation and sustainable development in the Baltic region.

### **Lithuanian Children’s Foundation (Lithuania)**

For more than a decade SEB has been cooperating with the Lithuanian Children’s Foundation. The Foundation helps to create safer and brighter living conditions for children and supports their education. For this project, in 2007 SEB won the Swedish Business Award for Corporate Social Responsibility (CSR) presented jointly by the Swedish Trade Council and Swedish Embassy in Lithuania.

### **Exams. Don’t Worry.It (Lithuania)**

SEB in Lithuania is a partner in the campaign egzaminai.nesinervink.lt (Exams. Don’t Worry. It) and have set up prizes to young students who got top scores in national graduation exams at schools.

### **Estonia Charity Fund (Estonia)**

SEB is a founder of the Eesti Ühispanga Charity Fund, an Estonian project that offers homeless children shelter from the violence of life on the street. SEB has collected donations from clients to youth projects in the Baltics. Donations have helped fund new furniture as well as cultural and creative activities.

### **“Livslust” (Latvia)**

SEB supports “Livslust”, a vocational school for children who lack a social support network. The aim of the school is to give these children a fair chance in life, by providing a home and education.

### **St John’s Ambulance Credit Card (Germany)**

SEB issued the first co-branded credit card in Germany in partnership with St John’s Ambulance. SEB will donate one third of the card’s €30 annual fee to the Johanniter Unfallhilfe/St John’s Ambulance Service.

### **Grunden Bois (Sweden)**

Grunden Bois helps mentally disabled youth and adults to participate in sports such as football and floor hockey. By supporting this initiative, SEB makes it possible for the teams to participate in training camps and tournaments in Sweden and abroad.

| CODE OF BUSINESS CONDUCT AND CORE VALUES                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Code of Business Conduct                                                     | SEB enforces a Code of Business Conduct supported by the Board of Directors. The Code guides the behaviour of all SEB employees and sets out their responsibilities. It describes the expected standards of business conduct for employees, outlines how to resolve potentially difficult situations and sets out procedures for reporting issues related to the Code. The Code is available at <a href="http://www.sebgroup.com">www.sebgroup.com</a> . |
| Training on Code of Business Conduct                                         | SEB has developed a customised e-learning tool available in eleven languages.                                                                                                                                                                                                                                                                                                                                                                            |
| Employee introduction                                                        | New SEB employees are given an introduction to the Group's policies and instructions and, where necessary, are required to complete rigorous clearance procedures by industry regulators.                                                                                                                                                                                                                                                                |
| Training on SEB's core values                                                | As a part of the "One SEB" organisational drive, the Bank holds workshops for employees to reinforce the values that underpin the SEB brand.                                                                                                                                                                                                                                                                                                             |
| Routines for reporting violations on the Code of Business Conduct            | The Code of Business Conduct and the Ethics Policy includes a section on whistle-blower procedure.                                                                                                                                                                                                                                                                                                                                                       |
| Ethics Policy                                                                | The Ethics Policy provides principles that should be observed in the day-to-day work and instructions on sensitive situations where there are no applicable rules.                                                                                                                                                                                                                                                                                       |
| Instructions for procedures against money laundering and financial terrorism | Updated Anti-Money Laundering Instruction including Know Your Customer requirements, launched in 2008. The business is responsible for their customer and the risk they pose. Group Compliance is responsible for support and follows up on AML issues.                                                                                                                                                                                                  |
| Anti-Money Laundering Training                                               | Compulsory training for all employees during 2006. New training sessions will be offered after the launch of a new Instruction.                                                                                                                                                                                                                                                                                                                          |
| Anti-Corruption                                                              | SEB complies with the anti-corruption laws and practices in all the countries in which it operates.                                                                                                                                                                                                                                                                                                                                                      |
| Procurement Policy                                                           | The SEB Procurement Policy ensures selection of suppliers through competitive bidding and the fair treatment of all suppliers.                                                                                                                                                                                                                                                                                                                           |
| Supplier screening                                                           | All framework agreement suppliers are required to have an elaborated environment policy. In 2008 we will start introduce screening on Corporate Responsibility for all suppliers.                                                                                                                                                                                                                                                                        |

| ETHICAL TREATMENT OF CUSTOMERS                    |                                                                                                                                                                                                                                                            |
|---------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Instruction for handling of Conflict of Interests | The Instruction for Handling of Conflict of Interest in the SEB Group provides instructions on how to ensure that we take all reasonable steps to identify and handle conflict of interests.                                                               |
| Personal Account Dealing                          | SEB restricts Personal Account Dealing in order to prevent undue influence on employees' independent judgement.                                                                                                                                            |
| Fee Transparency Policy                           | For investment services and all other basic products and services there are updated pricelists on the Internet available for retail and corporate clients.                                                                                                 |
| Instruction for handling of Customer Complaints   | The Instruction for Handling of Customer Complaints ensures that all complaints are followed-up and documented. If a decision on a matter fails to meet the customer's request, the customer shall be informed in writing of the reasons for the decision. |
| Privacy Policy                                    | SEB's Privacy Policy requires all employees to respect a customer's privacy by taking reasonable and appropriate measures to protect customer data from unauthorised access, distribution, amendment or destruction.                                       |

| ROLE AS A LENDER – PRIVATE INDIVIDUALS                        |                                                                                                                                                                                           |
|---------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Policy to prevent excessive consumer debt                     | A cash flow-based analysis of the customer's financial situation is undertaken for all credit applications.                                                                               |
| Routines for reminding late payers                            | The Credit Support Department manages a routine with repeated reminders.                                                                                                                  |
| Policy for dealing with customers with problems managing debt | SEB's main aim is always to reach a voluntary agreement, taking into account the financial situation of the individual client.                                                            |
| Personal data protection policy                               | This topic is covered by the Code of Business Conduct. In general, personal information may be used or disclosed only after the permission by the person to whom the information relates. |

| ROLE AS A LENDER - BUSINESSES                 |                                                                                                                                                                                                                                                                              |
|-----------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Customised products for SME's                 | Enkla Firman (Simple Firm) and Enkla Lånet (Simple Loan) - part of the product range tailored to the needs of small businesses.                                                                                                                                              |
| Routines for reminding late payers            | The Credit Support Department manages a routine with repeated reminders. With corporate clients, SEB reacts at an early stage as soon as a risk of payment problems is observed.                                                                                             |
| Equator Principles                            | SEB signed the Equator Principles in April 2007.                                                                                                                                                                                                                             |
| Equator Principles - training                 | All SEB employees involved in transactions with existing or potential EP implications have received appropriate training.                                                                                                                                                    |
| Extra-financial criteria in credit assessment | Environmental criteria have been integrated in credit assessment since 1997. The policy was amended to include social criteria in 2004. Risks related to Corporate Responsibility are described in the Credit Memorandum and documented in the minutes of the credit matter. |

| MiFID                               |                                                                                                                                                                                                                                                                              |
|-------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Communication of MiFID to customers | Information about MiFID has been provided to all customers. All MiFID-related documents are available on our website including customer agreement, general business terms and execution policy.                                                                              |
| MiFID compliance framework          | There are measures and procedures in place to ensure MiFID compliance (order handling, best execution, appropriateness and suitability tests, handling conflicts of interests etc). The compliance organisation monitors the effectiveness of these measures and procedures. |

| ROLE AS AN ASSET MANAGER                                          |                                                                                               |
|-------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| Socially responsible investment products                          | SEB manages a total of 15 mutual funds according to socially responsible investment criteria. |
| Socially responsible investment products, assets under management | SEK 12.7bn.                                                                                   |
| Investment products involving charitable donations                | Two mutual funds, benefiting cancer research and WWF.                                         |
| Assets under management with voting rights                        | SEK 70bn (Life) and SEK 282bn (mutual funds).                                                 |
| Voting policy                                                     | Disclosed on <a href="http://www.sebgroup.com">www.sebgroup.com</a> .                         |
| UN Principles of Responsible Investment                           | The Group has initiated efforts to comply with the Principles.                                |

| OTHER TOPICS                       |                                                                                                                                                                                                                                      |
|------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Opening hours                      | SEB's Swedish and Baltic Customer Centres for private clients is open 24 hours a day 365 days a year.                                                                                                                                |
| Accessibility for disabled persons | The policy is that all branch offices should be accessible to wheelchairs. At present, 70% of cash machines are placed at wheelchair height, with the aim of reaching 100% in 2010. All cash machines have speech function (Sweden). |

| KEY INDICATORS (SWEDEN)                            |             |             |             |
|----------------------------------------------------|-------------|-------------|-------------|
| Key Performance Indicators                         | 2007        | 2006        | 2005        |
| Customer satisfaction index <sup>1)</sup> - retail | 69.9        | 69.3        | 68.4        |
| Customer satisfaction index - corporate            | 71.5        | 69.5        | 68.3        |
| No. of countries where SEB is represented          | 21          | 21          | 21          |
| No. of online banking users                        | 2.9 million | 2.9 million | 2.9 million |

| TRANSACTIONS UNDER THE EQUATOR PRINCIPLES<br>(FROM 2007-04-03 TO 2008-02-25) |          |                 |           |
|------------------------------------------------------------------------------|----------|-----------------|-----------|
| Country Class Report                                                         | OECD     | Low-Income OECD | Non-OECD  |
| Category A                                                                   |          |                 |           |
| Category B                                                                   | 8        |                 | 1         |
| Category C                                                                   |          |                 |           |
| <b>Total</b>                                                                 | <b>8</b> |                 | <b>1</b>  |
| Sector Based Report                                                          | Power    | Waste           | Oil & Gas |
| Category A                                                                   |          |                 |           |
| Category B                                                                   | 4        | 1               | 3         |
| Category C                                                                   |          |                 |           |
| <b>Total</b>                                                                 | <b>4</b> | <b>1</b>        | <b>3</b>  |

In February 2008, the total nominal loan value was approximately USD 230m (SEK 1,445m).

#### Category A

Projects with potential significant adverse social or environmental impacts, that are diverse, irreversible or unprecedented.

#### Category B

Projects with potential significant adverse social or environmental impacts, that are diverse, irreversible or unprecedented.

#### Category C

Projects with minimal or no social or environmental impact.

#### Low income OECD

E.g. Hungary and Mexico, please refer to World Bank Development Indicators Database.

#### OECD Countries

Compliance with local or national law is considered to be acceptable substitute for IFC Performance Standards. For these projects we still must categorise and review the project in accordance with Principle 1, 2 and if applicable 7 and 8.

#### SEB EP date

SEB published the intention to implement and follow the Equator Principle guidelines 2007-04-03.

<sup>1)</sup> EPSI Rating SKI 2007 (Swedish Quality Rating)

| HUMAN RESOURCES POLICIES |                                                                                                                                                                                                                                                                                                         |
|--------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Recruitment Policy       | SEB applies Group-wide recruitment standards. One of the key purposes is to ensure that the selection process is based on objective criteria and in accordance with our Diversity Policy.                                                                                                               |
| Remuneration Policy      | SEB's Remuneration Policy is decided by the Board of Directors. According to this policy individual remuneration levels should be based on experience, competence, responsibility and performance. Incentive targets are both quantitative and qualitative, with the latter based on SEB's core values. |
| Outsourcing Policy       | SEB has an Outsourcing Policy that describes under what conditions decisions to outsource should be taken. Service providers shall meet the same ethical standards and core values as SEB.                                                                                                              |

| HEALTH AND SAFETY POLICY                  |                                                                                                          |
|-------------------------------------------|----------------------------------------------------------------------------------------------------------|
| Rehabilitation Policy                     | SEB has a Rehabilitation Policy that describes the seven-step approach to help employees return to work. |
| Victims of robbery                        | SEB has a structured approach to help employees that have been victims of robbery.                       |
| Measures to reduce branch network robbery | SEB has an extensive strategy to prevent robbery co-ordinated by the Group Security Centre.              |
| Anti-harassment Policy                    | SEB has a policy to prevent harassment, including sexual harassment.                                     |

| DIVERSITY AND WORK-LIFE BALANCE |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|---------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Diversity Policy                | SEB has a Diversity Policy which states that the Bank shall offer equal opportunities and equal rights to all, irrespective of gender, national or ethnic origin, age, sexual orientation or religious conviction.                                                                                                                                                                                                                                                                                                                                      |
| Diversity Plan                  | SEB has a Diversity Plan with the target that either sex should be represented by at least 40 per cent at all levels within the Bank.                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Parental leave                  | SEB follows local laws and collective agreements. In Sweden, government parental benefit guarantees parents 80 per cent of their income, but only up to a certain level. For many SEB employees this means a substantially lower income level of compensation during parental leave. To encourage employees to take parental leave, SEB guarantees 90 per cent of the salary during the leave period as an additional contribution to the government benefit. In Germany the bank allow parents a maximum of 3 ½ year leave of absence for every child. |

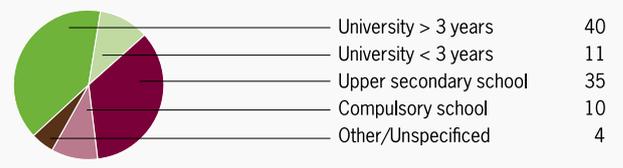
| RESTRUCTURING MEASURES    |                                                                                                                                                                                                                                                                  |
|---------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Restructuring during 2007 | Staff reductions have been made as a result of improved cost-efficiency and outsourcing. Reductions have been made through regular staff turnover or voluntary agreements. Those accepting severance payment have been offered career coaching and outplacement. |

| EMPLOYEE ENGAGEMENT             |                                                                                                                                                                                                                                                                                                                                        |
|---------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Employee satisfaction survey    | An employee survey is conducted every two years.                                                                                                                                                                                                                                                                                       |
| Union consultation              | In many markets where SEB operates, local collective agreements prescribe union consultation in all major business decisions.                                                                                                                                                                                                          |
| Employee board representation   | The SEB Board of Directors includes two employee representatives with two deputies.                                                                                                                                                                                                                                                    |
| Whistle-blowing Policy          | SEB's Ethics policy includes a section on whistle-blower procedure which ensures confidentiality of the identity of the employee reporting a rule violation, to the extent that this confidentiality is possible by local legislation.                                                                                                 |
| Employee Performance Evaluation | SEB has a structured approach called Performance and Development Discussion undertaken in the fourth quarter every year. The discussion includes feed-back on performance and defining individual goals. There is also an open discussion about the employee's work situation including motivation, work-life balance and team spirit. |

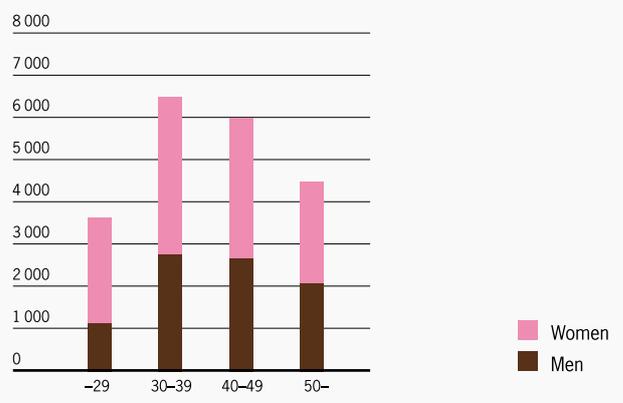
25 **FACTS: COMMITMENT TO EMPLOYEES**

| KEY INDICATORS                                                                | 2007        | 2006        | 2005       |
|-------------------------------------------------------------------------------|-------------|-------------|------------|
| Employees and turnover                                                        | 12.12%      | 10.83%      | 6.5%       |
| Employees, total headcount                                                    | 21,523      | 20,689      | 19,872     |
| Employees, full-time equivalent                                               | 19,794      | 19,597      | 19,399     |
| of which Sweden                                                               | 8,145       | 8,321       | 9,172      |
| Germany                                                                       | 3,464       | 3,570       | 3,555      |
| Baltic states                                                                 | 5,365       | 4,910       | 4,621      |
| Starters, total headcount                                                     | 3,124       | 2,249       | 2,029      |
| Leavers, total headcount                                                      | -2,275      | -2,012      | -1,183     |
| Retired, total headcount                                                      | -335        | -228        | -109       |
| Total employee remuneration                                                   | MSEK 10,808 | MSEK 10,246 | MSEK 9,528 |
| Redundancy payments                                                           | MSEK 281    | MSEK 71     | 0          |
| <b>Human capital indicators</b>                                               |             |             |            |
| Employee opinion survey, response rate                                        | 87%         |             |            |
| Sick-leave rate                                                               | 3.9%        | 4.1%        | 4.6%       |
| Long-term                                                                     | 2.2%        | 2.4%        | 2.8%       |
| of which male                                                                 | 0.9%        | 1.3%        | 1.3%       |
| of which female                                                               | 3.4%        | 3.5%        | 4.4%       |
| Short-term                                                                    | 1.7%        | 1.7%        | 1.8%       |
| of which male                                                                 | 1.3%        | 1.3%        | 1.3%       |
| of which female                                                               | 2.1%        | 2.1%        | 2.1%       |
| <b>Diversity</b>                                                              |             |             |            |
| Percentage female employees                                                   | 58.7%       | 53.4%       | 56.8%      |
| Percentage female managers, total                                             | 40.1%       | 38%         | 37.4%      |
| Percentage female managers, top management                                    | 26.4%       | 22.2%       | 22%        |
| Number of employees that have been on parental leave during the year (Sweden) | 1,673       | 1,702       | 1,703      |

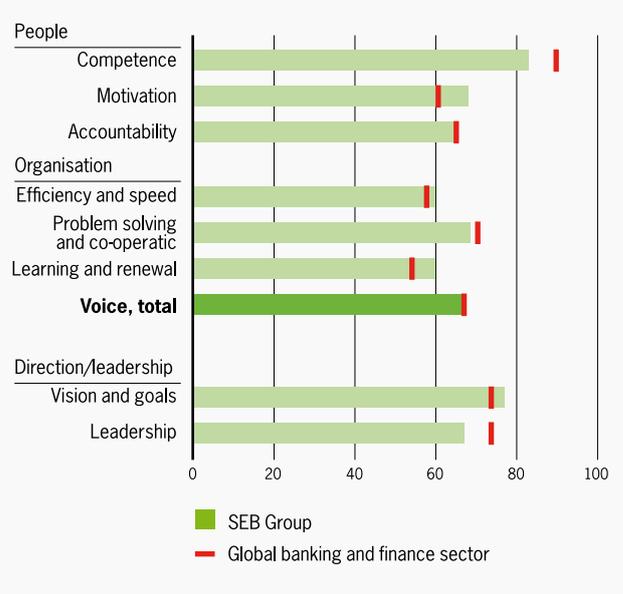
**EDUCATIONAL LEVEL** Per cent



**NO. OF EMPLOYEES** Distributed by age and gender



**SEB VOICE 2007** Group results, percentage positive answers



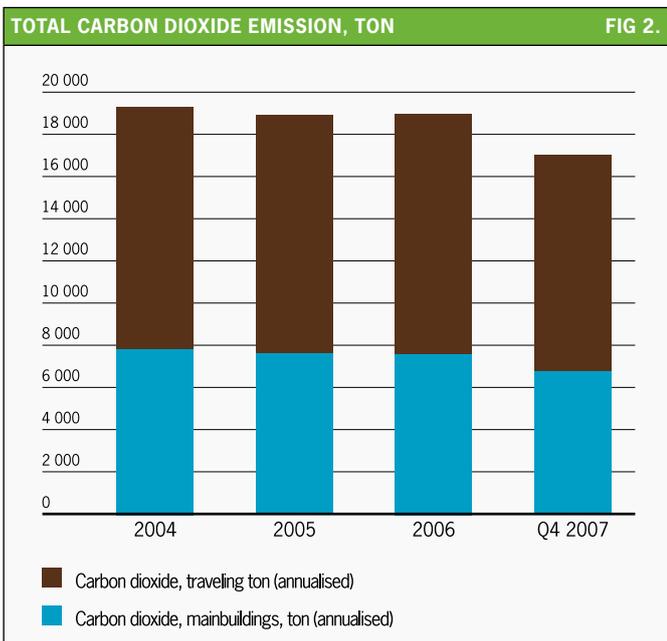
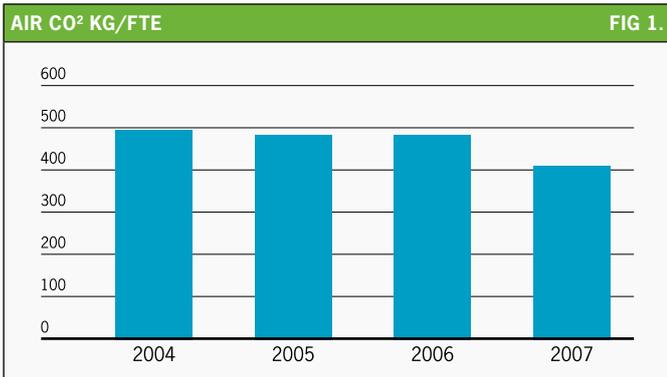
26 **FACTS: COMMITMENT TO SHAREHOLDERS**

| SHAREHOLDERS                        |                                                                                                                                                                                                                                                                                        |
|-------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Communication Policy                | The Group has a Communication Policy adopted by the Board of Directors. The ambition is to be transparent, open and proactive when communicating.                                                                                                                                      |
| Press releases                      | All new information that can have an impact on the market valuation of SEB is made public in press releases and on our website, simultaneously in Swedish and English.                                                                                                                 |
| Annual Report                       | SEB's annual reports should be in line with regulations and recommendations.                                                                                                                                                                                                           |
| Annual Review                       | SEB publishes an Annual Review which is an abbreviated version of the annual report, aimed at retail shareholders, customers and employees.                                                                                                                                            |
| Website                             | All financial information such as press releases, interim reports and annual reports are immediately published on SEB's website, <a href="http://www.sebgroup.com">www.sebgroup.com</a> . Presentation material for investor meetings and road shows is also available on the website. |
| Annual General Meeting, AGM         | Notice of the AGM is given through press releases, advertisements, the website and in the annual review.                                                                                                                                                                               |
| Silent period                       | No meetings will be arranged with the media, investors or analysts from the 10th day after the end of a quarter until the release of the quarterly results.                                                                                                                            |
| Inclusion in sustainability indexes | FTSE4Good.                                                                                                                                                                                                                                                                             |

| KEY INDICATORS                                     |                                                                              |
|----------------------------------------------------|------------------------------------------------------------------------------|
| Total shareholder return 1997-2007, annual average | 13,8%                                                                        |
| Number of shareholders, 31 Dec 2007                | 281,000                                                                      |
| Number of investor and analyst meetings per year   | 450 (2007)                                                                   |
| Financial targets, outcome                         | Outcome of key financial targets is described in the SEB Annual Report 2007. |

| ENVIRONMENTAL MANAGEMENT SYSTEM             |                                                                                                                                                                                                                                         |
|---------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Environmental Policy                        | The bank has an Environmental Policy adopted by the President and CEO, available at <a href="http://www.sebgroup.com">www.sebgroup.com</a> .                                                                                            |
| Environmental management system in place    | All divisional and business heads are responsible for implementing the Environmental Policy. The Group Corporate Responsibility Officer coordinates SEB's environmental management system and reports to the Group Executive Committee. |
| Environmental policy screening of suppliers | In addition to requiring adherence to local regulations, all basic agreement suppliers are required to have an environmental policy. In 2007, 85% of basic agreement suppliers had provided such a policy.                              |

| ENVIRONMENTAL CRITERIA IN CREDIT ASSESSMENT                    |                                                                                                                          |
|----------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|
| Environmental aspects covered in credit assessment policies    | Environmental risks and an assessment of environmental impact are integrated into the credit assessment process.         |
| Products to encourage customers to reduce environmental impact | Carbon emission trading. Green Car Loan, offering competitive terms for loans to environmentally friendly cars (Sweden). |



| KEY INDICATORS                                                             | 2007                   | 2006                   | 2005                   |
|----------------------------------------------------------------------------|------------------------|------------------------|------------------------|
| <b>Waste production</b>                                                    |                        |                        |                        |
| Total                                                                      | 1,897,724 tonnes       | 1,805,080 tonnes       | 1,729,421 tonnes       |
| Per FTE                                                                    | 158 kg                 | 149 kg                 | 147 kg                 |
| Percentage recycled, Group                                                 | 45%                    | 42%                    | 42%                    |
| Percentage recycled, Sweden                                                | 57%                    | 53%                    | 49%                    |
| <b>Paper consumption</b>                                                   |                        |                        |                        |
| Total                                                                      | 1,453 tonnes           | 1,570 tonnes           | 1,516 tonnes           |
| Per FTE                                                                    | 96 kg                  | 102 kg                 | 99 kg                  |
| <b>Energy consumption (buildings) <sup>1)</sup></b>                        |                        |                        |                        |
| Total                                                                      | 115 GWh                | 128 GWh                | 118 GWh                |
| Per FTE                                                                    | 9.6 MWh                | 10.5 MWh               | 10.0 MWh               |
| Per m <sup>2</sup>                                                         | 0.35 MWh               | 0.38 MWh               | 0.34 MWh               |
| Percentage renewable energy <sup>2)</sup>                                  | 95%                    | 94%                    | 92%                    |
| <b>Water consumption</b>                                                   |                        |                        |                        |
| Total                                                                      | 137,285 m <sup>3</sup> | 136,434 m <sup>3</sup> | 142,314 m <sup>3</sup> |
| Per FTE                                                                    | 13.0 m <sup>3</sup>    | 12.5 m <sup>3</sup>    | 13.8 m <sup>3</sup>    |
| Per m <sup>2</sup>                                                         | 0.60 m <sup>3</sup>    | 0.55 m <sup>3</sup>    | 0.60 m <sup>3</sup>    |
| <b>CO<sup>2</sup> emissions</b>                                            |                        |                        |                        |
| Total (buildings and business travel)                                      | 15,140 tonnes          | 17,100 tonnes          | 17,200 tonnes          |
| Per FTE                                                                    | 776 kg                 | 873 kg                 | 887 kg                 |
| Total from air travel                                                      | 8,020 tonnes           | 9,388 tonnes           | 9,400 tonnes           |
| CO <sup>2</sup> per air km                                                 | 147 kg                 | 158 kg                 | 160 kg                 |
| <b>Business travel</b>                                                     |                        |                        |                        |
| Air travel, km per FTE                                                     | 2,793 km               | 3,039 km               | 3,033 km               |
| Number of daytrips (Nordic)                                                | 10,854                 | 11,887                 | 10,993                 |
| <b>Other ratios</b>                                                        |                        |                        |                        |
| Environmentally friendly electricity <sup>2)</sup>                         | 95%                    | 94%                    | 3%                     |
| Environmentally friendly paper used <sup>2)</sup>                          | 68%                    | 67%                    | 65%                    |
| Number of video conferences <sup>3)</sup>                                  | 3,397                  | 2,643                  | 20                     |
| Number of environmentally friendly cars in company car fleet <sup>2)</sup> | 35                     | 29                     | 20                     |
| Share of car fleet <sup>2)</sup>                                           | 13%                    | 10%                    | 7%                     |

1) Main buildings in the Nordic countries, Baltic States, Germany and England  
 2) Sweden  
 3) In main buildings in Sweden

**Fig 1 and 2**  
 The total carbon dioxide outlet has decreased by 11% since 2006 while the carbon dioxide outlet from air travel has decreased by 15% since 2006.

| SOCIAL PROJECTS                          |                                                                                                                                                                                                                                                                                                           |
|------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Policy on support for social projects    | All projects must comply with the standards defined in Instructions for SEB's Social Commitment adopted by the President. SEB does not engage in projects of a religious or political nature.                                                                                                             |
| Main focus areas                         | Youth, education, gender equality and ethnic diversity.                                                                                                                                                                                                                                                   |
| Five largest social projects during 2007 | <ul style="list-style-type: none"> <li>• Mentor (Sweden, Lithuania and Germany)</li> <li>• SEB Estonian Youth Fund</li> <li>• Dreams Come True Campaign (Lithuania, in partnership with TV3)</li> <li>• Support to business schools in a number of countries</li> <li>• SEB Stiftung (Germany)</li> </ul> |

| EMPLOYEE SOCIAL ENGAGEMENT             |                                                                                                                                                                                                         |
|----------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Employee donations                     | SEB employees may give donations to SEB U-assist, an employee association channelling support to charities.                                                                                             |
| Company support for employee donations | SEB covers the administrative expenses of SEB U-assist.                                                                                                                                                 |
| Projects for employee donations        | Examples: Tsunami victims, blankets to earthquake victims in Pakistan.                                                                                                                                  |
| Volunteering                           | Employees can be mentor's to secondary school students through Mentor, a drug prevention foundation targeting young people, or participate in parental training, supporting their own role as a parent. |

| PUBLIC AFFAIRS                                                               |                                                                                                                                                                                                                                                                                                                                          |
|------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Membership in commercial organisations and academic institutions/think tanks | <ul style="list-style-type: none"> <li>• International Chamber of Commerce (ICC)</li> <li>• Local Chambers of Commerce</li> <li>• UNEP FI</li> <li>• Global Compact</li> <li>• Strategic Partner in the World Economic Forum</li> <li>• Investors' Forum in Lithuania</li> <li>• SNS (Centre for Business and Policy Studies)</li> </ul> |
| Political donations                                                          | Not allowed.                                                                                                                                                                                                                                                                                                                             |

| KEY INDICATORS                                   | 2007        | 2006        | 2005        |
|--------------------------------------------------|-------------|-------------|-------------|
| Corporate income tax expense                     | SEK 3.376bn | SEK 2.939bn | SEK 2.770bn |
| Financial support to social partnership projects | SEK18.2m    | SEK18.0m    | SEK18.4m    |

## SEB in brief

SEB provides 2,500 large companies and institutions, 400,000 small and medium-sized companies and five million private customers with financial solutions.

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SEB is represented in 20 countries, with 20,000 employees, of whom half are working outside Sweden

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SEB has a leading position as a financial partner to major companies, financial institutions and demanding private individuals in the Nordic area and a leading position as a universal bank in the Baltic countries. SEB has furthermore a leading position within unit-linked insurance and asset management in the Nordic region and is one of ten banks with a nation-wide network of branch offices in Germany.

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SEB has received top rankings within several areas, such as foreign exchange research (where SEB was ranked as the best bank in the world in 2007), cash management (ranked No. 1 in Europe and No. 2 globally), equity research and mutual fund management.

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SEB is the market leader in the area of card services in the Nordic area with such brands as Eurocard, MasterCard and Diners Club.

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SEB occupies a leading position in the savings market and within life insurance and is leading within unit-linked insurance in Sweden, Denmark and the Baltic countries.

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SEB is the most important broker on the Nordic stock exchanges in total.

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**...visit us at [www.sebgroup.com](http://www.sebgroup.com)**

**Questions?** Please mail: [cr@seb.se](mailto:cr@seb.se)

